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4/30/2013

PROFESSIONAL & TECHNICAL ENGINEERS, LOCAL 21, AFL-CIO
An Organization of Professional, Technical, and Administrative Employees

AEA COUNTER PROPOSAL – CITY 1 & 2 (PACKAGE PROPOSAL)

It is a known fact that the City employees represented by the AEA has negotiated in good faith and have agreed to a 10% total compensation reduction, that in actuality totaled more than 10%, over the past three fiscal years. This followed several years without any salary increase or COLA adjustments. As in the rest of the City, AEA has lost many qualified and experienced members that have resigned or prematurely retired from the City due to the financial burden that employee's have faced. This is in addition to the fact that AEA represented employees do not get automatic step increases as most other City employees do. This has left our membership at less than 35% at top salary range, with many employees having not seen a pay increase in nearly 10 years. Additionally, almost all of AEA members are not funded, and will not add any financial cost to the General Fund. Our employee's are represented by fee based funding, capital funds and special funds.

This proposal does not bring the AEA represented classifications into a competitive salary range, but will begin to move the employee's, and the City itself, into a position of being competitive and turning the corner on a difficult period. It will address and improve the very real problems of retention and recruitment that the City is facing.

ARTICLE 2 PERIOD OF MEMORANDUM OF AGREEMENT

This Agreement shall become effective July 1, 2013~~1~~, except where otherwise provided, and shall remain in effect through June 30, 2015~~3~~. No amendment or change to the provisions of this Agreement shall be valid or binding unless reduced to writing and signed by duly authorized representative(s) of the parties.

This contract expires on June 30, 2015~~3~~. It is mutually agreed that the first meeting of the parties will be held no later than fifteen (15) calendar days after the City or Association Union receives notice from the other, which may be any date after January 1 of the year in which the current contract terminates.

ARTICLE 10 WAGES AND SPECIAL PAY

~~10.1 Salary Ranges Effective June 26, 2011, all salary ranges for employees holding positions in classifications assigned to AEA (Unit 41/42) shall be decreased by approximately 10.1%. This will result in the top and bottom of the range of all classifications represented by AEA (Unit 41/42) being 10.1% lower. All employees will receive a 10.1% base pay reduction.~~

10.1.1 Effective July 1, 2013, all salary ranges for employees holding positions in classifications assigned to AEA shall be increased by 5.0%, all employees will receive a five percent (5%) increase salary restoration.

10.1.2 Effective July 15, 2013, the top range for all classifications represented by AEA shall be increased by five percent (5%).

10.1.3 Effective July 1, 2013, all employees not at the top of the salary range, shall be eligible for automatic progression through the salary range at intervals of two and one half percent (2.5%) each year, unless unsatisfactory performance is formally declared through an annual performance evaluation by the employee's manager and the employee has failed to correct performance issues. This increase shall be in addition to any performance-based pay as described in Article 11.9 Management Performance Plan performance-based pay increases.

10.1.4 Effective July 1, 2014, all salary ranges for employees holding positions in classifications assigned to AEA shall be increased by 2.5%, all employees will receive a two and one half percent (2.5%) increase salary restoration.

10.1.5 Effective July 1, 2013, all AEA represented employee who, not considering the negotiated salary decreases and increase, has not received performance-based increases totaling seven and one half percent (7.5%) between the July 1, 2007 and July 1, 2012 the difference between what was received and the seven and one half percent benchmark will be made up through a salary increase.

3.1.5 Notwithstanding any other provision of this Agreement, the parties agree to continue to meet and confer over retiree healthcare benefits and funding upon request of either party. This may include but is not limited to alternatives to reduce the cost of retiree healthcare benefits and options for current employees that comply with IRS regulations. The City and AEA shall negotiate in good faith in an effort to reach a mutual agreement. Applicable impasse dispute resolution procedures shall apply.

AEA and Local 21 reserve all rights to propose, alter, modify, or withdraw a proposal at anytime, prior to final agreement.

